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The Certified Professional in Talent Development

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ATD The Certified Professional in Talent Development Sample Questions (Q60-Q65):

NEW QUESTION # 60

Which is the most beneficial action a manager can take to impact an employee's career development?

- A. Help the employee create a personal development plan.
- B. Offer the employee a mentorship opportunity.
- C. Help the employee improve self-awareness.
- D. Offer the employee a promotion to a higher level.

Answer: A

NEW QUESTION # 61

A talent development (TD) professional works at a small Internet-based company. The TD professional is tasked with training a group of customer service representatives to process refunds in a new software application.

The TD professional is creating the training plan for the new software and wants to develop the learners' troubleshooting skills by incorporating unexpected complexities that staff might encounter.

The training plan is created and approved, and the TD professional develops the training materials.

The TD professional starts the training session with a short lecture, but the learners are being fairly quiet. The TD professional is worried that learners are not understanding the material but are too afraid to ask questions.

What should the TD professional do to encourage learners to ask questions?

- A. Stop at natural points and ask if there are any questions.
- B. Pause if two or more learners are talking among themselves, and ask if they have a question.
- C. Stay on schedule, thereby providing stability for the learners and making them more comfortable.
- D. Pause intentionally and give learners enough time to think of questions.
- E. Have learners wait to ask their questions at the end of the lecture.
- F. Ask learners to provide examples of situations they have experienced related to the content.

Answer: D

NEW QUESTION # 62

A talent development professional is planning a company-wide volunteer day event. One of the risk factors identified is the possibility that too few volunteers will participate. What are the two primary considerations in evaluating this risk?

- A. Is it reasonable to accept this particular risk, and if so, how can it be prevented?
- B. Can the risk be prevented, and what should be done if it occurs anyway?
- C. Who can help mitigate the risk and will they accept full responsibility?
- D. How likely it is that this particular risk will occur and what is the impact if it does occur?

Answer: D

Explanation:

Per the CPTD Detailed Content Outline in Impacting Organizational Capability, effective risk management involves assessing "the probability of occurrence and the magnitude of the impact".

Evaluating both likelihood and impact allows the TD professional to decide whether mitigation or contingency planning is necessary.

Reference: CPTD Detailed Content Outline, Risk Assessment in Organizational Projects.

NEW QUESTION # 63

Which is the primary purpose of an employee engagement survey?

- A. Engage employees
- B. Serve as a performance management review
- C. Identify barriers to performance
- D. Provide an action plan

Answer: C

Explanation:

PerATD's Guide to Employee Engagement, "The primary goal of an engagement survey is to diagnose gaps or barriers that inhibit high performance and satisfaction, not just to gather attitudes".

Surveys are diagnostic tools, not action plans by themselves.

Reference:ATD Handbook, Employee Engagement Measurement.

NEW QUESTION # 64

A small company has just established its first talent development (TD) department and hired its first TD manager. Which action should the TD manager take early on to create a strong learning culture?

- **A. Execute activities to inspire a positive attitude and growth mindset in the company**
- B. Organize functions to introduce and explain the TD manager's role in the company
- C. Develop communications to encourage leadership support for the TD function
- D. Benchmark with other organizations for advice on how they established a strong TD department

Answer: A

Explanation:

TheATD Talent Development Capability Model emphasizes that "building a learning culture starts with fostering a growth mindset and positive orientation toward learning among employees and leaders".

Technical structures come later.

Reference:ATD Talent Development Capability Model, Building a Learning Culture.

NEW QUESTION # 65

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